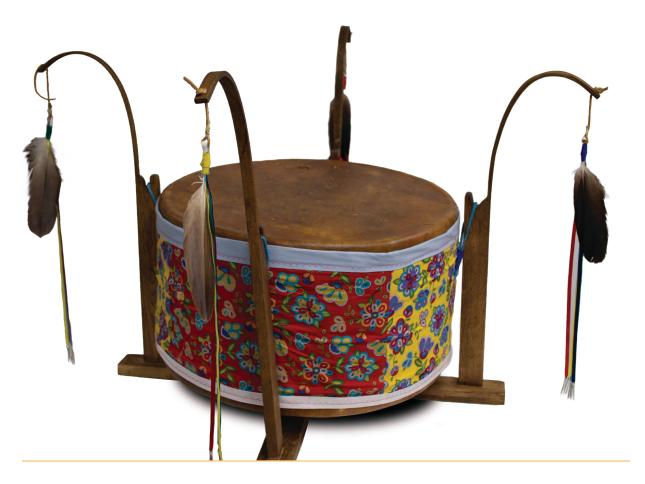




Bridging our Children Families and Communities

ANNUAL GENERAL REPORT 2021–2022



Grandmother Drum

Mashkode-Bizhiki Biijibatoo (Running Buffalo)



Isaac Mandamin – Wabaseemoong Independant Nation Territory

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Message from the Board of Directors













The Board of Directors is pleased to present our 2021–2022 Animikii Ozoson Child and Family Services Agency Annual Report. As a governing body we continue to guide the agency to implement cultural approaches to address the many challenges facing children, families, and communities within the context of inter-generational trauma and thereby promoting a decolonizing design of service delivery. We are working to continue maintaining integrity and transparency through solidifying by-laws, developing and supporting operational policies and procedures that promote accountability and recognizing the ever-changing environment of child welfare delivery, federal legislation, and most of all new First Nation children's legislation. We prioritize the strength and relevance of our agency ceremonial sacred bundle by ensuring the preservation of our grandmother drum, pipe and cultural leaders that take care of these items and formally honour and share in our ceremonies.

This past year I have begun succession planning with a new Board member to take over as Board President/Chair. I have been honoured to have served this agency as a founding Board member since 2004/2005 and continued leadership presence as Board Chair of Animikii. I am so proud to have seen the strides Animikii has made over the years and the continued efforts and commitment from my fellow Board members to govern this agency during so many challenging but exciting times of evolution.

We take this opportunity to applaud the hard work and efforts delivered by our staff to ensure family safety, preservation, child protection and secure community partnerships. The Board recognizes that the operational activities over the past year would not have occurred as seamless and successful as it has under the new federal legislation and pandemic recovery, if it was not for the diligence, commitment and energy of the staff to carry forward the new practices of work as a strong team. This collective engagement and commitment to excellence continues to drive the innovations that continue to make Animikii an exceptional and caring agency within a successful inter-provincial model.

The Board also acknowledges our partnerships with our legal counsel, Cochrane Saxberg Johnston Johnson Scarcello LLP, the Southern First Nation Network of Care, the Province of Manitoba, Grand Council Treaty 3, our Ontario First Nations and child welfare authorities and numerous Winnipeg community stakeholders that have held steadfastly partnered with the agency to help our children and families.

In closing the Board would like to thank the Executive Director, management, all staff, foster parents, caregivers, and our sister agencies for their continued commitment to working with our agency and families. We are proud of the agency's accomplishments, dedication, and direction. It attests to excellence in service delivery and implementation of on-going agency operations in its responses to protecting children, preserving families, building, and maintaining partnerships with our Ontario First Nations and preserving the workforce to carry out these activities.

Meegwetch

All our Relations
Board President Marlyn Bennett
and the Board of Directors

2021-2022



Message from the Executive Director Trudy Lavallee B00ZH00 GAKINA IN-DEN-WE-MAAG-NAAG (ALL MY RELATIONS)

On behalf of Animikii Ozoson Child and Family Services, I am pleased to present the 2021-22 Annual Report. I acknowledge Treaty One First

Nation Territory
and Homeland
of the Manitoba
Metis we are on. I
give recognition to
the agency's sacred
items and our Elders
Clarence White and
Dennis Morrison
(Bebahmoytung).

The theme for our
Annual Report
is "Bridging Our
Children, Families

and Communities".

This theme

is "fitting"

regarding the collaborative relationships established with our Ontario First Nations accomplished since our inception. These partnerships are further enhanced and expanded with the new federal legislation, "An Act respecting First Nations, Inuit and Métis children, Youth and Families" (FNIMCYF), and our corresponding agency administrative tools and policies established to ensure accountability and transparency. For 17 years AOCFS has established strong working relationships with FN ON agencies in regard co-case management of files and services, case consultation and implementing customary care practices and now more so with FN communities as the Indigenous Governing Body. As of March 31, 2022, AOCFS provided services to families and children belonging to 50 FN communities in Ontario. This number can fluctuate at any time. On a month-to-month basis in the current fiscal year, Animikii has seen approximately a reduction 1.5% of children in care.

For the past fiscal year, Animikii has been able to successfully harness 12 kinship places of safety and 21 kinship foster homes. Over the past fiscal year, we have seen a 43% increase in placing children with family. This approach promotes the intent and legislative enforcement of the new federal legislation, FNIMCYF) whereby family and community connection placements for children, coming into care, is sought out first and foremost. The agency continues to collaborate with our Ontario First Nations in keeping families connected to their communities particularly in accordance with federal and community laws that exist. The agency has developed internal tools to substantiate the compliance and application with this federal law. The agency began receiving Section 12 Notices pursuant to section 12 of the federal legislation, from First Nations (both Ontario and other Indigenous territories) whereby the "Indigenous Governing Body" (IGB) was identified from the First Nation directing the agency where to send notices of significant measures to, regarding children with Animikii. These efforts continue to grow in combination with planning for relationship agreements.

Other opportunities are those that focus on the significance of culture while recognizing the inherent cost of yet another generation of



children growing up outside of their culture and customs. The agency delivers a range of cultural support and land-based programs to children, youth, parents, and foster parents. There has been and will continue to be increased opportunity to develop more traditional practices and methods of care. Animikii works closely with the community to coordinate family and community reunification activities. The Agency is committed to establishing internal practices that are Indigenous based. In our case planning process, priority is given to support our children with connecting to their identity as an Indigenous person. The Agency's Alternative Care program works with foster parents to develop cultural awareness and work with the agency to support children with maintaining cultural/community identity. This work begins at the onset during the licencing phase.

Foster parents sign a Declaration document to commit to this approach and desire and to recognize reunification of child to family.

Animikii recognizes the impacts of intergenerational trauma and abuse on children and youth. We continue to pursue collaboration between the systems and work with both our urban-based Indigenous and non-Indigenous programs and services providers to ensure a "wrap-a-around" approach is incorporated in our case planning, particularly for our extreme high-risk children and youth. As a stand-alone agency, we cannot provide the full range of necessary supports and services on a solo basis and that we must have community partners work with us and the child. This has been an effective practice.

Animikii is block funded under a model of a "Single Envelope" funding provided to the Authorities by the province. Customary care remains a cross jurisdictional opportunity with FN agencies and communities in Ontario. These decisions have the potential to bring additional opportunities to address children and family's issues in areas of family support and preservation correcting the decade's long focus on child protection.

As of March 31, 2022, the Agency's case count, all-inclusive was 604; 172 family service files (inclusive) and 432 childrenin-care (including 14 courtesy supervision 13 children-in-care from Ontario, 1 from Saskatchewan). Out of the 172 family service files, 136 were receiving protection services (PRT), 21 Voluntary Services (VFS) and 15 were receiving Family Enhancement (FE) services. On average, however, our total case count hovers around 609 throughout the

year. The Agency reported 432 children, youth and adults receiving services. Out of the 432 children, youth and adults receiving services, 58 were adults on an extension of services.

Challenging, however, remains the freezing of provincial funding based on 2018/2019 maintenance levels and 2013/2014 operational levels for Animikii (which includes salaries). Block funding does promote flexibility but at the same time does not recognize growth, volume, child complex needs and socio-economic realities. This has been extremely challenging for Animikii.

The agency is preparing to enter collective bargaining in November 2022 to negotiate and ratify the renewal of the collective agreement between AOCFS and Manitoba General Employees Union (#443). In March 2022, we knew that overall MGEU would be renewing collective agreements within the government and social services sector, including Animikii. The restrictions under the Single Envelope Funding model will significantly pose funding challenges and hardships for Animikii.

CHILDREN'S SPECIAL ALLOWANCE

As of March 31, 2019, the Province discontinued its practice of "clawing back" from the agency, the Federal Children's Special Allowance (CSA) the agency receives for the children in care. CSA dollars now remain with the agency albeit continues to impact the final maintenance allocation identified by the province under the block funding for the 2020/2021 fiscal year. Maintaining the CSA at the agency level, allows Animikii to secure supports for children and families and ensures accessibility to necessary services. In setting

the agency portion of the SEF amount, the province continues to offset the agency by considering our CSA amount. Animikii has been part of a group lawsuit and filed a constitutional legal challenge against Manitoba, alleging that Manitoba's actions in clawing back agency CSA between 2006 and 2019 were unconstitutional and discriminatory in breach of the children's Charter rights. The Honourable Justice Edmond of the Court of Queen's Bench heard the case in October 2021. As of March 2022, the FNCFS agencies were still awaiting his decision on the case.

Much challenging are the outcomes resulting from COVID-19 beginning March 2020. The agency adapted and operated accordingly to ensure CFS statutory requirements/standards are met at the same time protecting and preserving the workforce during the Pandemic. The agency developed a COVID19 Business Continuity Plan. The agency continues to implement the COVID 19 Workplace Accommodation Policy that provides pandemic pay based on full salary to those who get COVID-19 or must take care of someone who has COVID-19. As of March 2022, all staff were back in the office at the same time and the agency was back to normal operations. Total costs so far incurred by the agency (to be taken out of SEF) is \$248K. These costs continue to grow and considers the purchase of educational equipment for our children to attend and achieve in school. These costs are absorbed by the agency.

Once the Pandemic crisis was "over" and the agency got back to normal operations, we expected to see costs grow because of a reopening of services to children and families, child trauma, operational staffing costs, children back in school, etc. Currently,

our audit shows a deficit primarily due to the aforementioned. The agency now must fund our own IT system, maintain pandemic recovery expenses, and will eventually go back to operations pre-Pandemic all under Single Envelope funding. The previous year's cyber attack recovery saw the agency expend approximately \$290K in a new Information Technology system to ensure ongoing operations of the agency. The forecasted expected costs to employ our existing IT operations will be approximately \$105K a year. The SEF block funding model should be re-adjusted to recognize the funding and spending pressures that have occurred to respond to these extreme exceptional circumstances. We were funded only \$20K this past year from the SFNNC in our SEF to help us with our IT functions.

We anticipate moving further into a deficit for the fiscal year end 2022-2023 because of "catching up" to previous levels, pandemic costs, inflation, collective bargaining outcomes, funding additional services such as IT and incurring additional child in care costs to support and protect children post pandemic.

Much disheartening, Ontario First Nation children in care with Animikii continue to pay the price and miss out on opportunities as a direct result of the provincial SEF structure and the constant denial of federal funding supports for Ontario FN children in care in Winnipeg. Animikii's unique precarious status within the Manitoba child welfare milieu was never considered nor recognized for anomaly adjustments, as governments moved forward with funding and operative changes. We are penalized no matter which way we turn. The



caseloads and associated costs continue to increase at the mercy of new federal and provincial structures. Ironically, the federal government recognizes both on and off reserve kids under their new legislation but on the flip side won't recognize Animikii Ontario FN status children living off reserve placed in Winnipeg. At one end, the federal government continues to shut the door in the faces of these children by not taking proper ownership. The Federal government is not complying with their own federal legislation. At the other end, the province continues to shut doors in the faces of our children by not recognizing

Animikii's unfair low funding levels as a mandated agency since inception and refuses to bring our operational funding to par with the other similar sized agencies in Manitoba. According to the foundation of the provincial funding model, pre-SEF, we should be funded as a medium sized agency but we are funded as a small. It's increasingly difficult to catch up with growing demands.

Regardless, AOCFS strives to maintain a stable, committed, and dedicated workforce. Our agency continues to benefit from well trained staff, grounded in the philosophy and ceremony of the agency and guided by strong committed board members, elders and communities with whom we work. This year our board continues to Indigenize board bylaws and enhance

codes of conduct and setting the stage for the agency to become even more culturally proficient. Senior Management and Human Resources has also strengthened Indigenous practices. Board Members have a broad range of skills with most grounded in social services, justice, and education sector work. Three of the Board Members are treaty to Ontario First Nation communities and one to Manitoba.

The agency leadership is well trained and carry designations in each of the respective professions i.e.) Finance, Human Resources, Quality Assurance and Service Management.



The supervisory team has many years of experience working within child welfare and successfully collaborates with staff providing for a better quality of service. All staff is encouraged and supported in attending ceremony, cultural teachings, and training. Staff are becoming more proficient and sensitive in working with our FN families. An earnest desire to learn more about Indigenous culture has been demonstrated.

We thank our main stakeholders, the Southern First Nation Network of Care, the Southern Chiefs Organization, Grand Council Treaty 3, our First Nations communities, Band Representatives and agencies in Ontario, our law firm Cochrane Saxberg Johnston Johnson Scarcello LLP, the Family Advocate Office of the Assembly of Manitoba Chiefs, Provincial Department of Families, Manitoba Advocate Children and Youth, Winnipeg Police Department and Justice and all other stakeholders we work with to ensure our children and families are supported.

I wish to thank my Board of Directors for their support and guidance to me through their vision and direction the agency is moving in as we continue to closely work with our Ontario First Nations to ensure our children, families and communities are reunited and connected. I thank ALL my hard working, diligent, talented, and committed staff at the agency. Without their keen desire and unwavering energy to ensure the needs of our children are met in conjunction that our families and communities are part of decisions, we couldn't perform at the high standard that we do!

Most of all I would like to tribute this year's Annual Report to the children and families we are honored to serve and to recognize the sacrifices our children and families have endured as they travel together to make a good life.

Meegwetch

TRUDY L. LAVALLEE EXECUTIVE DIRECTOR

Vision Statement

Strong Hearts and Minds, Strong Families, Beautiful Children, Strong Community Networks. We have a vision of a strong community circle of care where healthy empowered families provide a nurturing place for children and where everyone (Elders, leaders, helpers, grandmothers, grandfathers, mothers, fathers, aunts, uncles, sisters, brothers, husbands and wives) work together to build a better place for all children.



Mission Statement

Building Circles of Care, Protection of Children, Empowering Families, Strengthening Community Networks.

Animikii Ozoson Child and Family services is the fruition of an idea, around which caring people have organized. It is an idea about helping Indigenous families and children by empowering them to care for themselves and one another. It is an idea rooted in Indigenous family values, beliefs and cultural traditions. It requires commitment and faith in the strength of families and their ability to change; to improve their lives and provide a nurturing place for children.

The overall purpose of the agency is to protect children from child maltreatment and support families so they can maintain their children at home. When necessary, the agency will provide children in need of protection with temporary out-of-home care within their extended family if at all possible or within a network of culturally appropriate/culturally sensitive alternate caregivers. In all cases, the agency will take a comprehensive and culturally sensitive approach that emphasizes family preservation and family reunification. When family reunification is not possible, the agency will provide long term alternate care for children who become permanent wards, while maintaining a strong connection to their extended family and community of origin.



Core Values

GOALS OF SERVICE PROVISION:

- To deliver culturally appropriate services to families and children
- To take a "least disruptive measures" approach to intervention, delivering services from an orientation and philosophy pf prevention and support
- To provide family support services with a view to keeping families together
- To provide alternate care for children requiring out-of-home care, with an emphasis on using extended family and Indigenous caregivers whenever possible, while still ensuring that the child's best interests are being met
- To keep siblings groups together when children require out-of-home care, whenever possible and appropriate

- To develop and maintain a placement resource program, incorporating a regular and ongoing training program for foster parents, homemakers, parent aides, and volunteers
- To repatriate children in care to extended family and/or home community, whenever possible and appropriate
- To reach out to the Ontario Indigenous Child and Family Services agencies for their assistance in providing services to client families and children affiliated with the First Nations served by their agencies
- To work cooperatively with other First Nations CFS agencies in the development of comprehensive support for cases being transferred to/from each other

Code of CT

The Code of Conduct is the values which guide behaviour within the organization. It specifies how the Board of Directors and Staff of Animikii Ozoson Child and Family Services (AOCFS) should act in regard to decision-making and service delivery. It describes how you treat others, whether fellow employees, clients or anyone with whom you come into contact with.

Animikii Ozoson Child and Family Services shall maintain a culture which recognizes and values ethical conduct. The following Code of Conduct along with the Seven Teachings speaks to how AOCFS operates:







Thuth:
Be accountable and recognize truth as an opportunity to grow.

Respect.
Treat others the way you want to be treated respecting who they are as a perso





Wisdom.'
Knowing "who
you are" by
sharing your
knowledge and
learning from
others.

Honesty.

Be transparent, open, clear and act with integrity.







Courage:
To be honest and speak up for what you believe in; moving forward.

Independent Living Program

To assist our youth approaching age of majority with necessary life skills the Agency provided youth with opportunities to participate in an Independent Living Program from September 2021 to November 2021 and then again between January 2022 and February 2022. The program included topics such as budgeting, positive relationships/support network, mental health coping skills, job searching and Indigenous history, with a culturally appropriate focus. The program also included cultural teachings and ceremonies for participants to experience. This as well will be an ongoing agency program.



MY CULTURE PROGRAM

To ensure that our Animikii youth have the opportunity to discover their purpose in life, while learning Indigenous teachings the Agency provided a My Culture Program. The program assisted our youth participants with necessary basic concepts of Indigenous teachings including smudge, talking stick, seven sacred teachings, medicine wheel, feast, and ceremony with cultural teachings provided by a community elder. Through the provision of culturally appropriate sessions

on team building, managing emotions and negative feelings, self-care skills, improving self-images, solving problems together, and positive relationships/support network the program's goal was to ensure that our youth have a positive connection with each other as they look towards the future. The My Culture Program was provided from September 2021 to October 2021, February 2022 to March 2022 and March 2022 to April 2022. This as well will be an ongoing agency program.





Kinship Caregiver Recognition CRYSTAL HOTOMANI

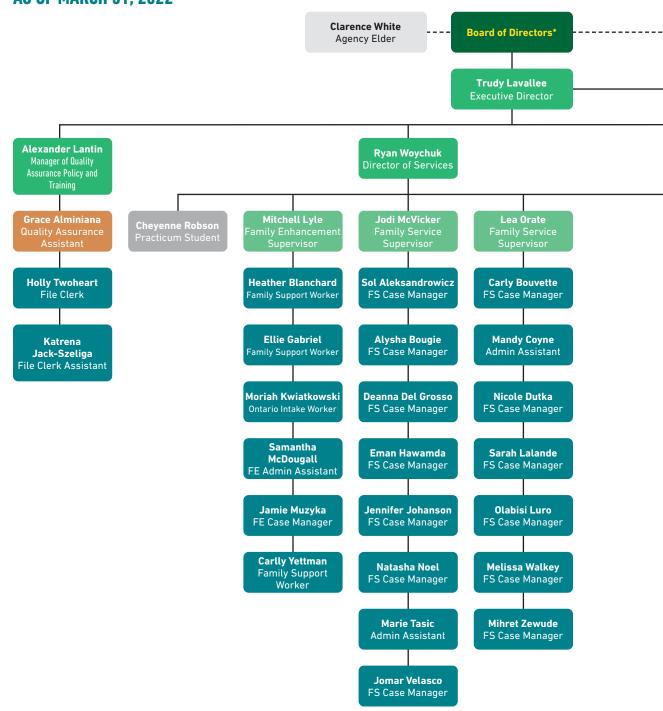
In honor of this year's Annual General Meeting, Crystal Hotomani has been chosen to be highlighted as this year's outstanding kinship caregiver. Crystal is a dedicated, caring, loving and supportive aunt and kinship caregiver to her 3 nephews. Crystal plays many roles with being a mother, sister, daughter, grandmother, and aunt to those who she loves and cares for dearly. Crystal goes above and beyond in many ways by making sure that everyone's needs are being met and taken care of. Crystal is a traditional Indigenous woman who embraces and shares her indigenous culture and traditions with her family. Crystal is happy to share her cultural experiences and everyday teachings with her nephews to ensure they are connected to their culture and that it is a part of their upbringing. Crystal is a strong, patient, understanding and compassionate aunt and caregiver, which is shown through everything she does while caring for her nephews. Crystal is an exceptional example of the strength and love of family and to the commitment to kinship care.

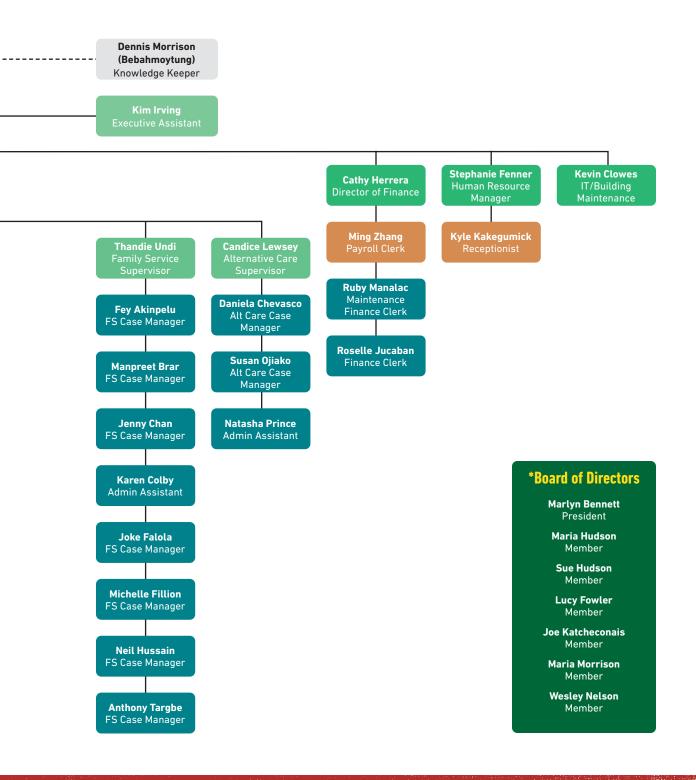
Prevention Programming

In efforts to prevent children from coming into care and/or returning to care, the Agency continued to facilitate in-house prevention programs.

- Healthy Coping was offered as a 9-session program to provide women with awareness and education to address addictions and healing through the implementation of culturally relevant information as well as provide participants with the opportunity to develop their recovery and wellness plans. The program commenced on October 26, 2021 and concluded on December 21, 2021. Six women were registered, and 5 participants received completion certificates. Healthy coping continued as a 10-session program from January 25, 2022 until March 29, 2022 with 7 women registering and 3 participants successfully completing the program.
- A Women's Circle of Care Support Group was also offered as a 9-session program for women to share experiences associated with personal circumstance in a group setting. By providing opportunities for growth and healing weekly topics addressed wellness of mind, body, emotion and spirit as well as culturally relevant activities so that participants were able to strengthen their connections to culture and identity. The support group started on October 28, 2021 and continued until December 23, 2021. There was a total of 6 participants enrolled with 5 participants consistently attending and receiving certificates. This as well will be an ongoing program.
- Red Road to Healing was provided to female participants as a 9-session program addressing domestic violence awareness and education by incorporating our First Nations ways of healing with the goal of the program aiming to increase knowledge about abuse and to begin the process of healing from domestic violence in a culturally relevant way. Topic areas cover breaking the cycle of violence for family, healing and education for the mind body spirit and emotion. The program began on October 27, 2021 and ended on December 22, 2021. Six women were enrolled. and 4 participants were presented with completion certificates. Red Road to Healing was continued as a 10-session program which ran from January 26, 2022 to March 30, 2022. Seven women were registered, and 2 participants received completion certificates. This is an ongoing program planned for different quadrants in the fall.
- Peacemaking, Leadership and Healing:
 AOCFS plans to have this program delivered
 starting April 2022. The program is for
 young adults to examine their challenges,
 strengths and gifts through cultural best
 practices, awareness, knowledge, through
 opportunities for Peacemaking, Healing
 and Leadership from a First Nations
 perspectives. It's designed to be a six-week
 program. Funding has been received from
 a Children's Foundation of Canada grant.

Organizational Chart AS OF MARCH 31, 2022





Human Resource Manager



I would first like to introduce myself to you and to let you know a little about where I come from. My name is, Ozawa ii Ki Shep Anung (Yellow Morning Star), my English name is Stephanie

Fenner. My family originates from Yellow Quill FN in Saskatchewan and is now spread all over the beautiful Province of Manitoba in the communities of Cormorant, The Pas, Sagkeegn FN, Peguis FN, and even some in Pic River, Ontario.

I was given the amazing opportunity to work with Animikii Ozoson CFS (AOCFS) in August 2021 as the Human Resource Manager. When I began, I had several big projects in my sights, which included recruitment, retention, and stabilizing the number of cases our Case Managers held.

When I started, AOCFS had 47 employees. Of the 47 employees, 13 employees left the Agency by the end of the fiscal year. At the end of March 2022, we had increased to 53 fulltime regular staff, with 2 additional employees on leave. Of those 55 employees, 11 are of Indigenous descent (20%), efforts are in place to promote Indigenous recruitment. Since August 2021, we've brought on 26 new employees. Ultimately, 4 were not a fit for the Agency; however, this gives us an 84% success rate in recruitment. A good number!

Goals this year for HR will focus on additional retention efforts, an HRMS system for AOCFS, an AOCFS Help Desk (IT Ticketing System), phishing software (to mitigate risk of another cyberattack) and greater employee engagement.

I look forward to continuing this journey with AOCFS and I'm excited for what our future holds.

EMPLOYEE RECOGNITION:

I'd like to take a moment to acknowledge the dedication of several our staff by highlighting their commitment to our organization. These are significant successes - This fiscal year, April 2021—March 2022 marks:

5 years for:

- 1. Jomar Velasco
- 2. Kyle Kakegumick

15 years for:

- 1.Candice Lewsey
- 2. Jodi McVicker
- 3. Holly Twoheart

Congratulations team, we thank you for your dedication to our Children and Families, we wouldn't be here without you and your efforts.

Stephanie Fenner

Human Resource Manager

Quality Assurance

Quality Assurance is responsible for reviewing and supportively enhancing the transparency, accountability and measurability of an Agency's day-to-day service delivery based on Manitoba Child Welfare Legislation (and associated legislation), regulations, Federal and Provincial Child Welfare Practice Standards while incorporating a "best practice" approach to service provision for children and families.

THE QUALITY ASSURANCE DEPARTMENT CONSISTS OF THE FOLLOWING:

Alexander Lantin

Manager of Quality Assurance, Policy, and Training (MQAPT)

Grace Alminiana

Quality Assurance Assistant (QAA)

Holly Twoheart

File Clerk

Katrena Jack-Szeliga

File Clerk

DURING THE PAST YEAR, THE QUALITY ASSURANCE DEPARTMENT HAS BEEN VERY BUSY WITH THE FOLLOWING:

Quality Assurance

- Provided weekly and monthly statistical analysis reports on Agency case counts and Agency CFSIS compliance reviews; providing recommendations on how to improve service delivery and accountability for families and children.
- Conducted random 'spot checks' on CFSIS
 to review compliance and quality of work,
 including, compliance with agency policy
 on completion of file transfers, file closings,
 expectant parent services, and proper data
 entry.
- Closed 67 Agency Employee Management CFSIS cases assigned to former employees.
- Completed 7 internal reviews that evaluated staff compliance with Medical Passports for children in care deemed as High-Risk (Medical).

- Attended Quality Assurance and Action Committee meetings facilitated by the Southern First Nations Network of Care (SFNNC) to gather information on upcoming Quality Assurance reviews, changes to procedures, and compliance requirements to practice standards.
- Attended meetings with other MB CFS agency representatives to share our knowledge in CFSIS compliance requirements and reports.
- Assisted the Director of Services in preparing agency files for ON FN community file reviews.
- Completed 60+ prior contact checks for CFS agencies looking into people previously or currently affiliated with Animikii for possible employment or place of safety.
- Completed treaty status applications for almost 200 children in care.



- Continued to implement, track, update, and report on ongoing compliance with external recommendations, ongoing strategic service plan initiatives, and internal reviews. This includes the following:
 - » Created a database that listed the contact information for FN communities/ Indigenous Governing Bodies (IGB) and how they would like to receive Notices of Significant Measure (NSM)
 - » Created a database for keeping track of all NSMs the agency sent out
 - » Created a database for keeping track of all AYA applications
 - » Created a database for keeping track of agency compliance with Missing CIC Response plans
 - » Revamped the master list to keep track of case opening reasons
 - » Revamped the transfer database to separately keep track of section 42 and 49 transfers
 - » Upgraded the Alternative Care database
 - » Upgraded the database that keeps track of Identification Documents (e.g., birth certificate, passport, and treaty status card)

Policy

 Developed and revised service-related policies and procedures including the File Room policy, Foster Parent Appeal policy, Social Media policy, and the agency-specific Whistleblower Protection policy.

Training

- Attended meetings with the SFNNC
 Education and Training committee to discuss possible training opportunities and training recommendations for child welfare staff.
- Revised in-house training material on federal case management standards, provincial case management standards, Southern Chiefs' Organization (SCO) directives, child welfare structure, case documentation, and Structured Decision-Making (SDM) tools.
- Facilitated the following in-agency trainings and presentations:
 - » Parents' Bill of Rights and Notice of Significant Measure Presentation (inagency)
 - » Introduction to the Child and Family Services Application Training (in-agency)
 - » SDM Training (in-agency)

- Coordinated for the following trainings, presentations, and workshops to be offered to staff:
 - » Car Seat Training (Manitoba Public Insurance)
 - » Street Drugs and Gangs Presentation (Winnipeg Police Service)
 - » Developmental Trauma Workshop
 - » Weathering the Storms Workshop (COVID-related workshop for service providers)
 - » Sexual Behavior in Children Workshop (New Directions)

Special Projects

- Created an Animikii Facebook account to be used by agency staff to communicate easier with children and families that have no other modes of communication.
- Completed reviews that were submitted to Indigenous Services Canada (ISC) to support the agency's request to access more funding to support children and families.
- Applied for COVID-19 Vaccination Cards and QR codes for children in care that received the complete dose of any approved COVID-19 vaccine.
- Provided weekly vaccination rate reports for eligible children in care to management.

- With the assistance of the alternative care department, completed a review of the vaccination status of all adults residing in our kinship homes, foster homes, and places of safety.
- Created a monthly slideshow displayed on the reception area television that lists important dates for programming, agency events, and training opportunities.

AOCFS is recognized as one of the leaders in Quality Assurance among Manitoba CFS agencies. Animikii will not be in this position without our excellent agency staff. We would like to thank the Animikii team for all their hard work during the past year. Thank you everyone!

Alexander Lantin

Manager of Quality Assurance, Policy, and Training



Services to Children and Families

Hello

My name is Ryan Woychuk and I'm the Director of Services (DOS) with AOCFS. It's an honor to be part of a dedicated and passionate agency. I joined team Animikii in 2013 as the Quality Assurance Specialist and have been honoured to be the DOS since February of 2020. I wish to thank and acknowledge the guidance received from our Ontario First Nations communities on how to build a network of support for families and strengthen the bridge of community and family connection for children in agency care. I also want to thank my supervisory team for all their hard work, diligence, knowledge, and commitment to the families and children we serve. You are an awesome team and I'm grateful everyday for your unwavering commitment to preserving families.

I look forward to our continued journey. Take care.

Ryan Woychuk
Director of Services



There have been many changes and challenges faced over the past year, but our service teams continued to provide collaborative support to the families, children and youth we serve. The agency has focused on ensuring that we continue to provide best practice service delivery based on both Provincial and Federal legislation and community customary law. This allows us to have an even stronger partnership with our Ontario communities, agencies and other stakeholders.

During the past year, AOCFS has been meeting on an ongoing basis with our FN communities in ON for direction and collaboration on how to continue to build a network of support for families and strengthen the bridge of community and family connection for children in agency care. Our planning and collaboration resulted in numerous children reconnecting with family and children formally in care of AOCFS being placed with family in the community.

Our workers use a strength-based approach when working with families which has been successful in developing healthy and positive working relationships. When we see the strength and self determination in others, it is a way of viewing our families as resourceful and resilient in the face of adversity.

We would like to acknowledge and thank the past and current staff for their work with our families, youth and children.

SERVICES TO FAMILIES FROM ONTARIO AND OTHER AGENCIES IN MANITOBA

As highlighted in last year's SSP, AOCFS is unique because it acts as a quasi-intake on behalf of ANCR when an Ontario FN family/child, who is receiving mandated services in Ontario, requires services while in Winnipeg. As well, AOCFS is unique because it serves as a default agency when another agency cannot provide services to a family (i.e., conflict of interests, etc.).

As of March 31, 2022, the agency provided services to children and families belonging to 91 FN communities from Manitoba, Alberta, British Columbia, Saskatcehwan; 51 of those communities are located in Ontario.

Due to the volume, and often time sensitive nature of work involving cross jurisdictional services to families from Ontario, the agency used protection funds to hire a designated Ontario intake worker. Although requested in previous SSPs, and other meetings regarding agency funding needs, AOCFS has not received funding for this non-case carrying position. The main function for this intake worker is to use the Intake Module (IM) and assess if First Nation Ontario families and children temporarily or permanently residing in Winnipeg require brief or ongoing services. Please note that an open IM is not recognized as an "open case" according to Provincial guidelines, although significant staff time is spent case managing an active intake.

COURTESY SUPERVISION CASES/ INTERPROVINCIAL PLACEMENT AGREEMENTS

AOCFS is responsible for providing mandated services to families and children affiliated with Ontario First Nations communities (primarily, but not limited to, Treaty areas 3, 5 and 9), temporarily or permanently living in Manitoba who require child welfare services. This means that when children in care from a different Province, primarily Ontario, move to Manitoba AOCFS is responsible for providing courtesy supervision services on behalf of their guardian agency. As of March 31, 2021, 79% of our total case count consists of families and children who are affiliated with First Nations communities in Ontario. As a result. AOCFS maintains a close working relationship with Ontario FN agencies similar to the working relationships we have with southern agencies in Manitoba. Due to the stability of co-case management and the close working relationship with our sister agencies in Ontario, children under Ontario care may remain in Manitoba for their entire time in care. For example, the longest courtesy supervision file with AOCFS was 13 years. This is particularly true for children with complex medical needs.



From a case management responsibility, a significant amount of administrative work is involved at intake (non-case carrying position) for children in care moving from different provinces moving to Manitoba. Some of this case management work includes gathering essential preliminary information and negotiating an Interprovincial Placement Agreement (IPPA). For ongoing courtesy service, case managers are expected to meet compliance with Manitoba standards, and at the same time taking in to account both FN and Ontario standards. To ensure balance, this type of case management requires additional staff time and resources. Children originally from Ontario, for a variety of reasons, move to Winnipeg and require continued sanctioned placement. It's important to note that mobility of ON FN from northwestern Ontario to Manitoba is quite common. This requires our unfunded Alternative Care Department to either find a pre-existing licensed resource or begin licensing a new resource. In some cases, the Ontario agency identifies a kinship caregiver in Manitoba as possible placement for the child. In these situations, AOCFS is required to act quickly to ensure and report on placement suitability, along with beginning the licensing process. Please note, we are not funded to provide this service, but are mandated to do this under Provincial legislation. Our MB FNCFS agencies receive federal funding to oversee and deliver these services. FN children with AOCFS are not afforded a comparable level of funding that ensures their needs will be met.

Services to children in care from Ontario, living in Manitoba, are also monitored for compliance and quality of service by other Manitoba governing bodies (i.e., MACY, Southern Network, etc.) in the same manner as children in care of AOCFS. Since the child from Ontario is receiving mandated services in our jurisdiction, we are required to open a file, and as a result, comply with case management standards on CFSIS. Compliance requirements are monitored on a monthly basis by the Southern Network. Services to courtesy supervision cases require the same, if not more human resource hours along with service-related expenditures (i.e., travel costs to Ontario, etc.).

Services provided receive the same scrutiny when complaints are received about day-to-day service provision, or during reviews following a critical incident to a child receiving courtesy supervision services from AOCFS.

As a result of our ongoing service collaboration with Ontario First Nations communities and agencies, AOCFS spends an exceptional amount of resource hours collaboratively case managing cross jurisdictional needs for children being supervised by our Agency. The focus is to secure good case planning while maintaining a child's connection to their community.



Family Enhancement/ Prevention

Family Enhancement is an intensive prevention program that provides shortterm services to families to mitigate risk factors by supporting parents to reduce the number of children coming into care. Family enhancement is a voluntary program that involves everyone in the family working together. The main function of family enhancement services is resolve difficulties before they become a crisis for the family to prevent children from coming into care. Animikii Ozoson Child and Family Services recognizes and acknowledges that every family has strengths. At the start of our involvement the assigned family enhancement case manager works with the family to identify those strengths as a way to improve in areas that may not be working very well. The assigned case manager will then set time limited goals that they identify with the family. We then help the family on a path to achieving those goals using a variety of community and agency supports.

During this past year, the Family Enhancement Program was responsible for continuing to provide intake services on behalf of ANCR when an Ontario First Nations family/child, who is receiving mandated services from First Nation agencies in Ontario, require services while in Winnipeg. AOCFS also serves as an intake and ongoing service provider for Buffalo Point First Nation. The main role of the intake worker designate is to utilize the Intake Module (IM) and assess if First Nation Ontario families and children temporarily or permanently residing in Winnipeg require brief or ongoing services. I am pleased to report that over the last year AOCFS continued to utilize protection funds to employ a designated Ontario Intake worker to ensure that all interprovincial requests for services as well as internal agency intakes were consistently received, documented, assessed and addressed in a timely manner.



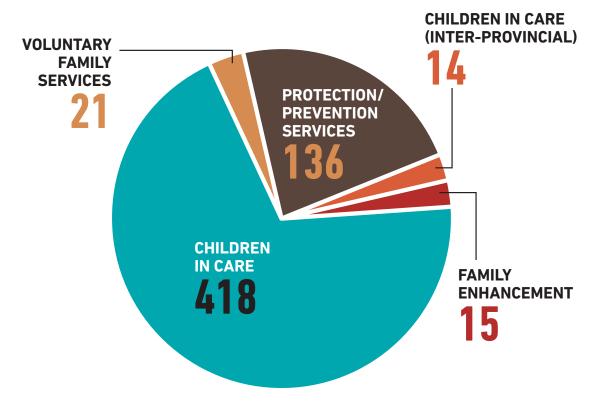
Family Services

During the past fiscal year, the agency had three Family Service teams (Team Jodi, Team Thandie and Team Lea) and one Family Enhancement team (Team Mitchell) providing mandated preservation and protection services to children and families. The primary responsibilities of these teams was to preserve families, protect children, reunify families and repatriate children back to families and home communities.

Our teams make every attempt to work from a holistic, strengths-based, collaborative approach to build strong relationships with parents, children, youth and collaterals to promote strong family units. We strive to provide services that address the needs of each family member and increase the likelihood of positive outcomes for the entire family unit.

As of March 31, 2022, the Agency's case count, all-inclusive was 604; 172 family service files (inclusive) and 432 children-in-care (including 14 courtesy supervision 13 children-in-care from Ontario, 1 from Saskatchewan). Out of the 172 family service files, 136 were receiving protection services (PRT), 21 Voluntary Services (VFS) and 15 were receiving Family Enhancement (FE) services. On average, however, our total case count hovers around 609 throughout the year.

AOCFS Case Count 2021/22



Services to Families and Children

Fiscal Year	201	7/18	201	8/19	201	9/20	202	0/21	202	1/22
Case Type	Fed	Prov								
Voluntary Family Service – financial assistance only		1		0		0		0		0
Voluntary Family Service – EPS		0		1		0		0		0
Voluntary Family Service		1		1		9		12		21
Family Enhancement		26		23		13		20		15
Protection		187		183		156		129		136
Protection – EPS		5		2		3		0		0
Children in Care		439		435		412		417		418
Children in Care – Supervision		23		19		17		14		14
Adoption		0		0		0		0		0
Foster Care Management		155		151		152		153		144





Family Service Files per Community Served

At the end of March 31, 2022, the Agency provided services to 172 families. Out of the 172 families receiving services from the Agency, 123 (72%) have ties to First Nation communities in Ontario.

Ontario First Nation Communities	
Algonquins of Pikwakanagan FN (Golden Lake FN)	1
Anishinaabeg of Naongashiing FN (Big Island FN)	3
Aroland FN	1
Asubpeeschoseewagong Netum Anishinabek (Grassy Narrows FN)	4
Bearskin Lake FN	1
Chippewas of Nawash FN	1
Couchiching FN	1
Deer Lake FN	5
Eabametoong FN (Fort Hope FN)	1
Flying Post FN	1
Fort Severn FN	1
Fort William FN	1
Iskatewizaagegan 39 Independent FN (Shoal Lake #39)	2
Keewaywin FN	5
Kiashke Zaaging Anishinaabek (Gull Bay FN)	5
Kingfisher FN	2
Lac des Mille Lacs FN	1
Lac Seul FN	10
Long Lake #58 FN	3
Mishkeegogamang FN (Osnaburgh FN)	2
Mishkosiminiziibiing FN (Big Grassy River FN)	3
Muskrat Dam FN	1
Naotkamegwanning FN (Whitefish Bay FN)	7
Negaw-zaaga'igani Nitam-Anishinaabe (Sandy Lake FN)	15
Niisaachewan Anishinaabe Nation (Dalles FN)	1
North Spirit Lake FN	5
Northwest Angle #33 FN	3
Obashkaandagaang Bay FN (Washagamis Bay FN)	1
Ojibways of Onigaming FN (Sabaskong FN)	1
Poplar Hill FN	3
Rainy River FN	2
Sachigo Lake FN	3
Seine River FN	1
Shoal Lake #40	2
Temagami FN	1
Tyendinaga Mohawk Territory (Mohawks of the Bay of Quinte FN)	1
Wabaseemoong Independent Nation (Whitedog FN)	14
Wabauskang FN	1
Wabigoon Lake Ojibway Nation	1
Wauzhushk Onigum FN (Rat Portage FN)	2
Whitesand FN	2
Wikwemikong FN	2
TOTAL	123

Manitoba First Nation Communities	
Bloodvein FN	1
Brokenhead FN	1
Buffalo Point FN	1
Fisher River FN	1
Garden Hill FN	1
God's Lake Narrows FN	1
Long Plain FN	1
Misipawistik Cree Nation (Grand Rapids FN)	1
Mosakahiken Cree Nation (Moose Lake Cree Nation)	1
Peguis FN	2
Pimicikamak Cree Nation (Cross Lake Band)	3
Red Sucker Lake FN	2
Sagkeeng FN	3
Sandy Bay FN	3
Shamattawa FN	1
Wasagamack FN	1
Waywayseecappo FN	1
Wuskwi Sipihk FN (Indian Birch FN)	1
York Factory FN	1
TOTAL	27

British Columbia First Nation Communit	ies
Scowlitz FN	1
TOTAL	1

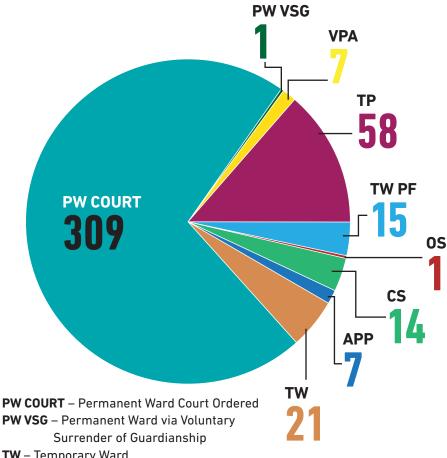
Saskatchewan First Nation Communitie	es
Cegakin FN (Carry the Kettle FN)	1
TOTAL	1

Other	
Metis	12
Not Aboriginal	6
Not Determined	2
TOTAL	20

GRAND TOTAL	172

Services to Children, Youth and Adults

As of March 31, 2022, the Agency reported 432 children, youth and adults receiving services. Out of the 432 children, youth and adults receiving services, 58 were adults on an extension of services and 14 were children in care from different provinces receiving courtesy supervision services (1 child in care with Saskatchewan and 13 children in care with Ontario).



TW - Temporary Ward

APP - Apprehension

CS – Courtesy Supervision

(Interprovincial Placement Agreements)

OS – Order of Supervision

TW PF - Temporary Ward,

Petition filed for further order

TP - Transitional Planning

VPA – Voluntary Placement Agreement

Services to Children, Youth and Adults

Fiscal Year	201	7/18	201	8/19	201	9/20	2020	0/21	202	1/22
Legal Status	Fed	Prov	Fed	Prov	Fed	Prov	Fed	Prov		
Apprehension (APP)		10		5		5		10		7
Temporary Ward (TW)		52		47		31		25		21
Perm. Ward: Court (PW: Court)		313		319		330		312		309
Perm. Ward: VSG (PW:VSG)		2		3		3		3		1
Voluntary Placement Agreement (VPA)		10		7		2		1		7
Transitional Planning (TP)		42		38		36		52		58
Petition Filed (TW PF)		9		16		5		14		15
Order of Supervision		0		1		2		4		1
Courtesy Supervision (Interprovincial Placement Agreements)		23		18		17		14		14

Children-In Care/Youth and Adults per Community Served

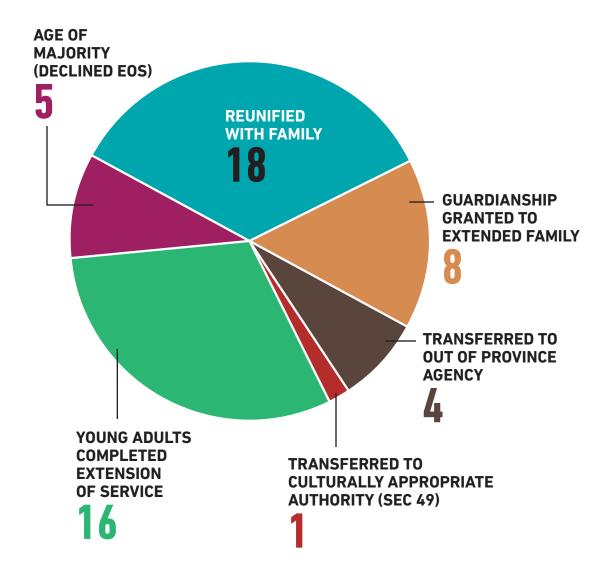
As of March 31, 2022, the Agency reported 432 children, youth and adults receiving services. Out of the 432 children, 14 were children in care from different provinces. Out of the 432 children in care with AOCFS, 335 (78%) have ties to First Nation communities in Ontario.

Ontario First Nation Communities	
Algonquins of Pikwakanagan FN (Golden Lake FN)	4
Animakee Wa Zhing #37 (Northwest Angle #37 FN)	4
Animbigoo Zaagi'igan Anishinaabek FN	
(Lake Nipigon Ojibway FN)	1
Anishinaabeg of Naongashiing FN (Big Island FN)	7
Aroland FN	1
Asubpeeschoseewagong Netum Anishinabek (Grassy Narrows FN)	16
Bearskin Lake FN	3
Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay FN)	1
Couchiching FN	3
Deer Lake FN	11
Eabametoong FN (Fort Hope FN)	9
Flying Post FN	1
Fort Severn FN	3
Fort William FN	1
Iskatewizaagegan 39 Independent FN (Shoal Lake #39)	10
Keewaywin FN	17
Kiashke Zaaging Anishinaabek (Gull Bay FN)	4
Kingfisher FN	9
Kitchenuhmaykoosib Inninuwug FN (Big Trout Lake FN)	2
Lac la Croix FN	2
Lac Seul FN	12
Long Lake #58 FN	10
Marten Falls FN	9
Migisi Sahgaigan FN (Eagle Lake FN)	5
Mishkeegogamang FN (Osnaburgh FN)	22
Mishkosiminiziibiing FN (Big Grassy River FN)	3
Mitaanjigaming (Stanjikoming)	1
Muskrat Dam FN	3
Naotkamegwanning FN (Whitefish Bay FN)	6
Negaw-zaaga'igani Nitam-Anishinaabe (Sandy Lake FN)	65
North Spirit Lake FN	12
Northwest Angle #33 FN	8
Obashkaandagaang Bay FN (Washagamis Bay FN)	4
Ojibways of Onigaming FN (Sabaskong FN)	5
Pikangikum FN	3
Poplar Hill FN	3
Rainy River FN	4
Sachigo Lake FN	5
Seine River FN	3
Shoal Lake #40	12
Temagami FN	2
Wabaseemoong Independent Nation (Whitedog FN)	12
Wabigoon Lake Ojibway Nation	8
Wauzhushk Onigum FN (Rat Portage FN)	3
Whitesand FN	2
Wikwemikong FN	4
TOTAL	335

Manitoba First Nation Communities Berens River FN	
	2
Black River FN	6
Bloodvein FN	3
Brokenhead FN	1
Buffalo Point FN	1
Chemawawin FN	1
Fox Lake FN	4
Garden Hill FN	2
Hollow Water FN	4
Kinonjeoshtegon FN (Jackhead FN)	1
Lake Manitoba FN	1
Lake St. Martin FN	1
Long Plain FN	1
Norway House FN	2
Pimicikamak Cree Nation (Cross Lake Band)	1
Pukawatagan FN (Mathias Colomb FN)	1
Red Sucker Lake FN	1
Roseau River FN	1
Sagkeeng FN	6
Sandy Bay FN	2
Sayisi Dene FN	3
St. Theresa Point FN	4
Tataskweyak Cree Nation	2
Tootinaowaziibeeng FN (Valley River FN)	2
Waywayseecappo FN	1
TOTAL	54
British Columbia First Nation Communitie	96
Kitasoo FN	1
TOTAL	1
New Brunswick First Nation Communitie	95
THE IT DI GIOTICIA I II ST HEALISH SOME	1
Elsinoatoa EN (Ria Cove Rand)	
Elsipogtog FN (Big Cove Band)	
Elsipogtog FN (Big Cove Band) TOTAL	1
TOTAL Alberta First Nation Communities	
TOTAL	
TOTAL Alberta First Nation Communities	1
Alberta First Nation Communities Siksika FN TOTAL	2 2
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communitie	2 2 2
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communities Cegakin FN (Carry the Kettle FN)	2 2 5
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communities Cegakin FN (Carry the Kettle FN) Cote FN	2 2 2 8
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communities Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation	2 2 2 8 1
TOTAL Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communities Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation Piapot FN	2 2 2 8
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communities Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation	2 2 2 8 1
TOTAL Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communities Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation Piapot FN	2 2 2 8 1 1
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communitie Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation Piapot FN Zagime Anishinabek FN (Sakimay FN) TOTAL	2 2 2 8 1 1 3
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communities Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation Piapot FN Zagime Anishinabek FN (Sakimay FN) TOTAL Other	2 2 8 1 1 3
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communitie Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation Piapot FN Zagime Anishinabek FN (Sakimay FN) TOTAL Other Metis	2 2 8 1 1 3 15
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communitie Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation Piapot FN Zagime Anishinabek FN (Sakimay FN) TOTAL Other Metis Not Aboriginal	2 2 8 1 1 3 15
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communitie Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation Piapot FN Zagime Anishinabek FN (Sakimay FN) TOTAL Other Metis Not Aboriginal Not Determined	2 2 8 1 1 3 15
Alberta First Nation Communities Siksika FN TOTAL Saskatchewan First Nation Communitie Cegakin FN (Carry the Kettle FN) Cote FN Peter Ballantyne Cree Nation Piapot FN Zagime Anishinabek FN (Sakimay FN) TOTAL Other Metis Not Aboriginal	2 2 8 1 1 3 15

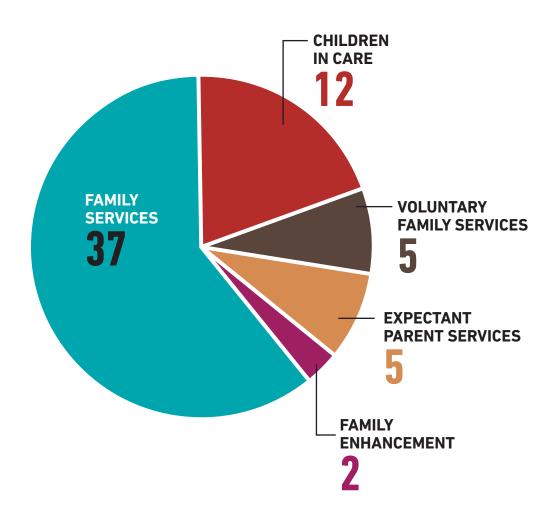
Children and Youth Discharged from Care and Discontinued Services to Young Adults

As of March 31, 2022, the agency discontinued services to 36 children in care and discontinued extensions of services with 16 adults. Out of the 36 children, 18 were reunified with family, 1 was transferred to the Culturally Appropriate Agency (via Section 49), 4 were transferred to the culturally appropriate out of province CFS agency; 8 had a guardianship granted to the extended family; 5 reached the age of majority and declined an (Extension of Services).



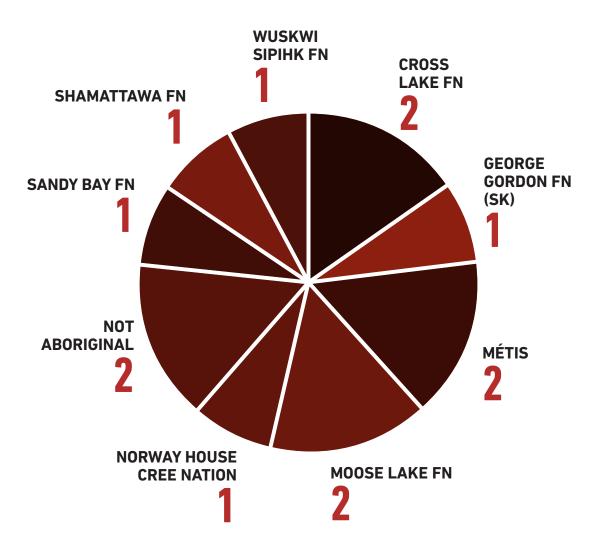
External Transfer/Referals For Service

Most transfers received by AOCFS come from All Nation's Coordinated Response Network (ANCR). As of March 31, 2022, the Agency received a total of 67 external transfers, 61 files transfers were from ANCR. Out of the 61 files transferred from ANCR, 37 were for Protection (Prt), 12 Children in Care (CIC), 5 for Voluntary Family Service (VFS), 5 for Expectant Parent Services (EPS), and 2 were for Family Enhancement (FE) service files.



DEFAULT TRANSFERS

Out of the 67 external transfers AOCFS received in the 2021-2022 fiscal year, the agency received 13 files (19%) that were transferred by default. 12 of these types of transfers were from ANCR (1 was from Winnipeg CFS).



Alternative Care

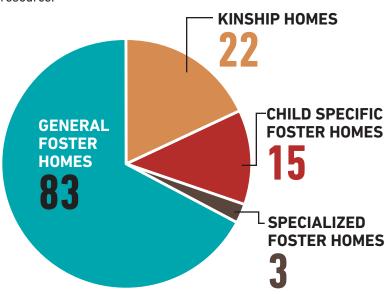
The Alternative Care Department is responsible for the licensing, supporting and recruiting of Kinship Caregivers and Foster Parents for the agency. The focused work of the department remains supporting and retaining a strong circle of care, comprised of care providers committed to the best interests and well-being of all children and youth. The department is comprised of 4 Alternative Care Case Managers, one Administrative Assistant and an Alternative Care Supervisor.

As of March 31, 2022, the Agency had a total of 144 alternative resources, for an average of 36 managed homes per case manager. Of the 144 alternative resources, 123 were licensed resource homes, 15 were Place of Safeties, 2 were New Applicants and 4 homes were "on hold' status. Not included in these numbers are 3 resources on "waiting closure" status. Out of the 144 resources, 40 identified as being a culturally suitable resource.

Of the 123 licensed resource homes, 83 were general foster homes, 22 were kinship homes, 15 were child-specific homes, and 3 were specialized homes. Out of the 123 licensed resource homes, 29 identified as culturally suitable resources. Of the 15 Places of Safety, 7 were general and 8 were kinship.

Miigwetch

Candice Lewsey
Alternative Care Supervisor



Information Technology Report

During the past year at Animikii Ozoson, we have been able to successfully establish and achieve several agency goals set out for our IT infrastructure and applications. Over the past year, we have performed a major upgrade to our Sage 300 accounting system and database components to the newest version to help ensure that the agency has the latest software updates and security patches. We have upgraded all our Windows production servers to the latest version of server operating systems to maintain the highest levels of security and patches. With our now completed disaster recovery plan in place, it will protect

the agency's data and applications from any and all disasters for years to come and will continually evolve with current technologies. We are currently evaluating a new IT ticketing support system that we hope to deploy in the next few months to help manage and track support requests for the IT department. We will also be having quarterly anti-phishing campaigns and training for cyber security awareness for all our staff. As agency continues to evolve, so will our technology to help ensure the latest and most up to date hardware and software for our agency.



Finance

Our Finance department continues to fulfill its role by providing responsible accounting and financial management of Animikii Ozoson Child & Family Services (AOCFS). Creating and implementing strong internal control as well as ensuring that funds are being used responsibly and in accordance with the funding agreement and the Agency approved Finance Policy and Procedure.

Our committed Finance team includes:

Ruby Manalac

Ruby is primarily responsible for Provincial billings, foster parents' payment, children's special allowances application and cancellation, special rates, agency allowance reconciliation, etc.

Ming Zhang

Ming is primarily responsible for our Agency payroll, monthly bank reconciliations, deposits, travel bookings, CSA reconciliation, etc.

Roselle Jucaban

Roselle is responsible for general accounts payable, accounts receivable, travel reimbursements, monitoring of office supplies, interprovincial revenue & expense reconciliation, etc.



(Left to right: Roselle, Ruby, Ming & Cathy)

Fiscal year 2022 was another strong year for AOCFS and for my team. Like every journey, there have been surprises or challenges to overcome, the pandemic is one of the best examples, but we faced these challenges head-on and remained committed to provide support to the management, supervisors, & staff especially to our frontline workers to deliver exceptional services to our children and families.

Some goals have been completed as follows:

- AOCFS has new IT department, improved and enhanced security features have been in placed.
- CSA funds were transferred to each CIC's individual trusteed account.
- Cross -training of current team positions.
- Ongoing professional development courses of Finance team.
- Sage 300 upgrade in January 2022.
- Continued assistance to the ED in the successful grant application for programs and trainings.

AUDIT UPDATE

Our audit for the Fiscal Year 2021/2022 was completed by MNP LLP. The results proved to be in accordance with Canadian Accounting Standards.

Full copy of our audited Financial Report is available on our website at http://animikii.org/

- Independent auditors' report;
- The Statement of Financial Position:
- The Statement of Operations.;
- · The Statement of Cash Flow; and
- Notes to Financial Statements

Here are a few highlights and stats from our audited financial statements:

- Operational funding totalled to \$4.4 million, and the Child Maintenance funding totalled to \$11.9 million for the year ended March 31, 2022, based on the Single Envelop Funding (SEF) allocated for 3 years since FY 2020 up to 2022.
- Operational expenses totalled to \$4.9 million, increased by 9% from the previous fiscal year of \$4.5 million. Child maintenance expenses totalled to \$12.4 million, increased by 11% compared to the previous fiscal year of \$11.2 million. This increase was because all services have been gradually going back to normal. Costs of children in care have increased and approved actuals outweigh the capped SEF.
- The average daily cost per child is \$78.06 compared to \$73.63 in the prior year. Cost per child increased by 6% since all the services are now open.

Looking ahead, our goals for the new fiscal year include:

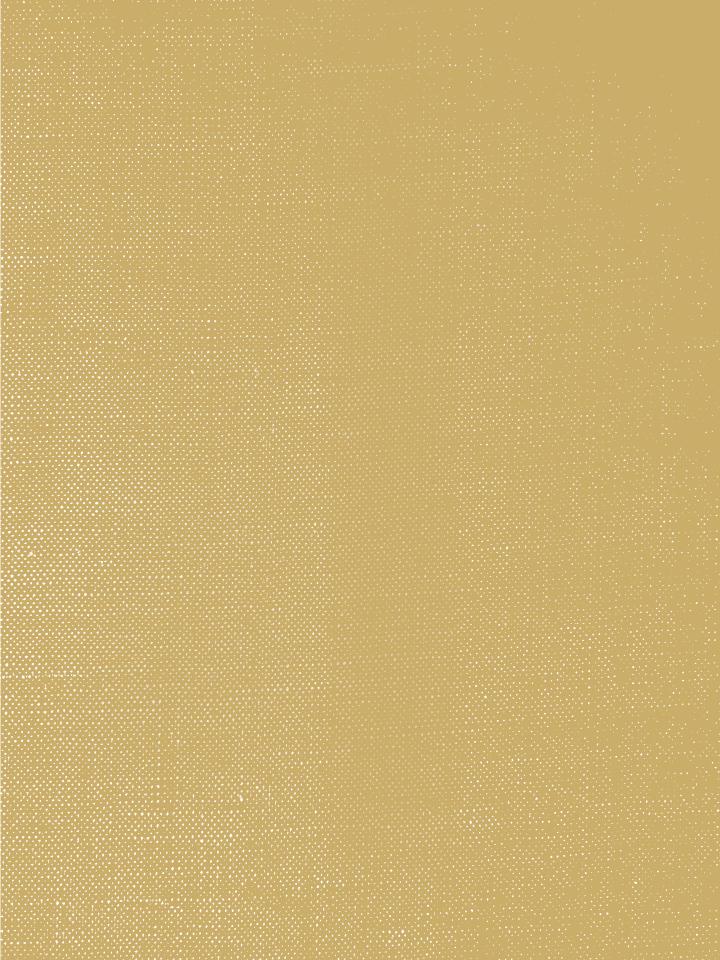
- Continuing to manage and work within the Single Envelope Funding model by developing or enhance existing guidelines, practices, or procedure of children in care maintenance expenditures to ensure funds are used in the most efficient, consistent, and beneficial to our children in care.
- Completion of the update and rewrite of our Finance Policy and Procedure Manual.
- To actively support the ED and the Board's vision on the pursuance of federal funding for our CIC, and Bill C-92 development.
- Readiness for increased operational and funding demands on agency as IGB's draw down on their federal or self-governing legislation in conjunction with a static SEF model of Animikii and agency being identified as default.

I would like to thank the Management, Supervisors and all the Staff for all the support and understanding. At the same time, I would like to acknowledge my staff Ruby, Ming & Roselle for doing a job well done throughout the year. I truly appreciate your hard work!

I will continue to lead wholeheartedly under the traditional Seven Teachings (Love, Truth, Wisdom, Courage, Humility, Honesty, and Respect).

Thank you/Migwetch,

Cathy Herrera
Director of Finance





Independent Auditor's Report





To the Members of Animikii-Ozoson Inc.:

Management is responsible for the preparation and fair presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations and ensuring that all information in the annual report is consistent with the financial statements. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safequarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Board of Directors is composed primarily of Directors who are neither management nor employees of the Organization. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Board fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Board is also responsible for recommending the appointment of the Organization's external auditors.

MNP LLP is appointed by the Members to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Board and management to discuss their audit findings.

I Faralleo

Chief Executive Office

Chief Financial Officer



Independent Auditor's Report



To the Members of Animikii-Ozoson Inc.:

Opinion

We have audited the financial statements of Animikii-Ozoson Inc. (the "Organization"), which comprise the statement of financial position as at March 31, 2022, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon. The annual report is expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.



Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Manitoba

September 15, 2022

MNPLLA

Chartered Professional Accountants



Animikii-Ozoson Inc. **Statement of Financial Position**

As at March 31, 2022

	2022	2021
Assets		
Current		
Cash (Note 3)	8,038,730	9,709,753
Accounts receivable (Note 4)	38,266	51,318
Short term investment (Note 5)	35,000	35,000
Prepaid expenses and deposits	22,395	37,906
	8,134,391	9,833,977
Capital assets (Note 6)	251,929	309,499
	8,386,320	10,143,476
Liabilities Current		
Accounts payable and accruals (Note 7)	1,120,865	904,009
Deferred contributions (Note 8)	3,772,561	5,457,822
Working capital advances (Note 9)	1,137,111	1,204,000
Current portion of long-term debt	-1,107,111	134,559
	6,030,537	7,700,390
N 4 A 4		
Net Assets		<u> </u>
Investment in capital assets	251,929	309,499
Unrestricted	2,103,854	2,133,587
	2,355,783	2,443,086
	8,386,320	10,143,476

Approved on behalf of the Board of Directors

Marlyn Bennett Director



Animikii-Ozoson Inc. **Statement of Operations**For the year ended March 31, 2022

	2022	2021
Revenue		
Southern First Nations Network of Care		
Operations Core	893,686	940,535
Operations Protection	3,059,089	3,132,679
Operations Prevention	381,887	245,104
Operations Other	68,938	58,590
	4,403,600	4,376,908
Province of Manitoba		
Province of Manitoba - Maintenance	11,393,158	11,617,195
Province of Manitoba - Agency Allowance	407,949	335,217
Miscellaneous	119,124	203,671
	,	
	11,920,231	12,156,083
Childrens' Special Allowance		
CSA Provincial	4,174,498	-
Other		
Investment income	24,247	17,997
Employee Parking	´-	9,725
External Agency Billings	114,763	113,931
Vision Catchers	7,523	8,314
Education and training	42,487	32,297
	189,020	182,264
Total revenue	20,687,349	16,715,255

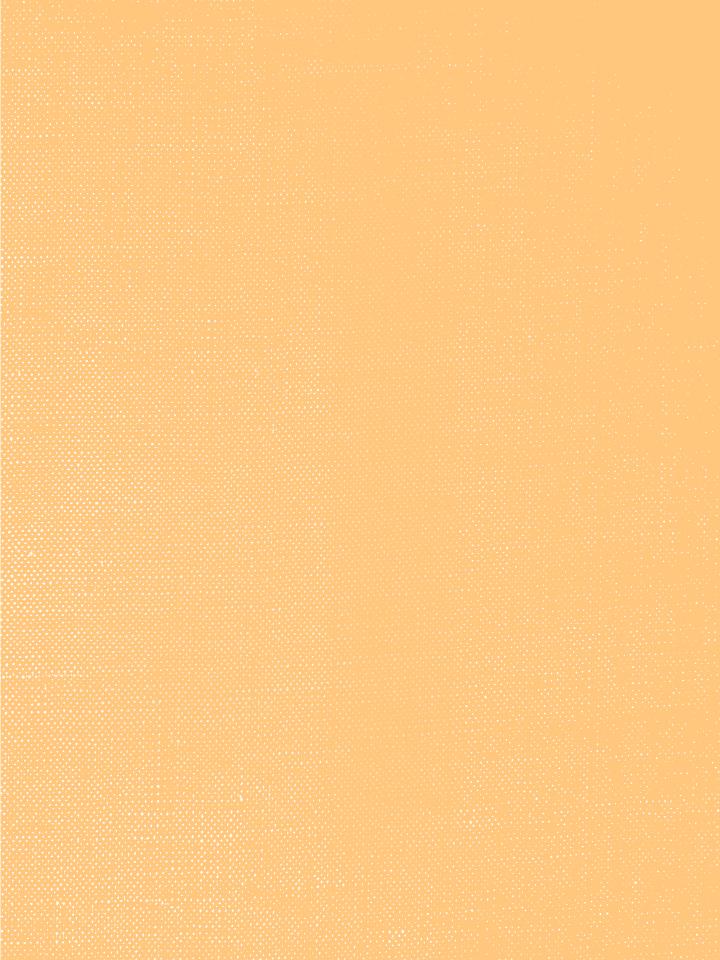
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Animikii-Ozoson Inc. Statement of Operations For the year ended March 31, 2022

	2022	2021
Total revenue (Continued from previous page)	20,687,349	16,715,255
Core Operations		
Salaries	737,462	614,742
Benefits	108,779	82,608
Operating	845,169	901,576
Audit expense	14,000	14,000
Board of Directors expense	29,771	16,848
Insurance	83,578	99,318
Legal	29,113	50,649
Training	19,578	11,477
Travel	2,466	407
	1,869,916	1,791,625
Protection		
Salaries	2,228,917	2,157,464
Benefits	306,128	283,054
Operating	44,979	24,655
Training	13,855	19,393
Travel	49,416	37,692
Purchased services	127,718	114,733
Contracted resources	30,285	23,914
	2,801,298	2,660,905
Prevention		
Salaries	106,043	67,812
Benefits	12,770	6,537
Operating	· <u>-</u>	60
Training	70	-
Travel	953	778
Purchased services	62,204	20,321
Contracted resources	20,396	5,580
	202,436	101,088
Province of Manitoba		
Agency Allowance	203,974	167,608
Child maintenance	12,217,992	11,040,037
	12,421,966	11,207,645
Childrens' Special Allowance	0.400.500	
CSA Provincial	3,438,586	-
External Agency Maintenance EA maintenance	40,450	59,166
Total expenses	20,774,652	15,820,429
Excess (deficiency) of revenue over expenses	(87,303)	894,826







I talked with the moon tonight
I asked her for a favor
I asked her to cover you
I asked her to visit your waters
To take love and forgiveness
To dip it in moonlight
To offer it to you
And once you had enough
To remind you, "He is thirsty, too"

From Beautiful Razor: Love Songs and Other Lies (Al Hunter, Kegedonce Press, 2012) (From Rainy River FN, ON)





Animikii Ozoson Child and Family Services Inc.

3–313 Pacific Avenue Winnipeg, Manitoba R3A 0M2 Phone (204) 944-0040 Fax (204) 944-0500 Toll Free 1(877) 300-5111

reception.animikii@animikiicfs.org

Bridging our Children Families and Communities